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Development and Implementation of an Ambulatory Nursing Shared Governance Council

Patricia K. Fioravanti MS, BSN, RN, CCM & Maria Larner, BSN, RN

Introduction/Background

The American Nurses Credentialing Center (ANCC) Magnet Recognition Program recognizes healthcare organizations for nursing excellence, quality patient care, and nursing practice innovations. Nursing Shared Governance is a pillar of the ANCC Magnet culture; a fundamental component of Magnet designation. Nursing Shared Governance in the ambulatory environment is a new concept.

Shared governance promotes joint accountability and responsibility for decisions affecting nursing practice. It empowers nurses to express, manage, and take ownership of their practice with a higher degree of professional autonomy.

Purpose

Develop and implement an Ambulatory Nursing Shared Governance Council (ANSGC) to pursue Magnet designation

Measure initial perceived level of professional governance

Establish baseline of nurse perceptions regarding Shared Governance

Educate Nurses on Shared Governance principles and practice

Planning, Structure, & Implementation

Nurse leaders served as Ambulatory Nursing Shared Governance Council advisors and were responsible for designing a council structure to represent ambulatory nurses in 115 practices spanning 8 counties in Western New York.

The Index of Professional Nursing Governance (IPNG) survey, an evidence-based tool, was used to establish baseline understanding of ambulatory nurse perceptions around professional governance.

Keys to Success

Robust Nurse Executive support
Communication across the organization
Development of trusting collaborative relationships between front line nurses and leadership
Development of strong bylaws & delivery of foundational Shared Governance education
Regional/Department equity making ANSGC accessible to all team members
Navigating the COVID-19 environment

Findings & Outcomes

Initial IPNG survey indicated the presence of a traditional management style
ANSGC structure launched
Ambulatory Magnet designation achieved July 2022

Next Steps

IPNG follow-up survey
Continued development of cyclical communication across the organization
Maintain nurse engagement & active participation
Ongoing support & empowerment of frontline nurse leadership development
Recognition & Celebration
Alignment with ambulatory nursing professional practice model

References


Rochester Regional Health